

Chairperson: Supervisor James J. Schmitt
Committee Clerk: Jodi Mapp, 278-4073
Research Analyst: Rick Ceschin, 278-5003

COMMITTEE ON PERSONNEL
Friday, January 27, 2006 -- 9:00 a.m.
Milwaukee County Courthouse, Room 201-B

MINUTES

CASSETTE #: 14; Side A, 167 to 507

PRESENT: Supervisors Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair)

Scheduled Items:

1. 06-22(a) From Director of Human Resources relative to reclassification of existing positions, reallocations of non-represented positions, advancements within the pay range and all revisions to Executive Compensation positions (ECP). **(Recommendations to be implemented unless Supervisor(s) object.)**

The Committee took no action regarding this item.

2. 06-23(a) From Director of Human Resources relative to appointments at an advanced step of the pay range **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

The Committee took no action regarding this informational report.

3. 06-24(a) From Director of Human Resources relative to dual employment, temporary assignments to a higher classification, temporary appointments and emergency appointments **(INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

- 202 Chairman Schmitt commended the Committee and the Department of Human Resources for all of their hard work and effort.

The Committee took no action regarding this informational report.

4. 02-384 (a) A. From Director of Human Resources, submitting progress report regarding Human Resource System Management Committee for the period August 1, 2005 through December 13, 2005. **(Also to Committee on Finance and Audit) (INFORMATIONAL, UNLESS OTHERWISE DIRECTED BY THE COMMITTEE)**

Scheduled Items (Continued):

APPEARANCE:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

William Borja, Chief Information Officer, Information Management Services (DAS)

- 223 Mr. Morris gave a brief update of the subject report regarding progress of the project currently underway to replace the GENESYS and AIMS systems. He indicated that a number of sub-projects are involved which include the actual Human Resources payroll system, a self-service component, a time and attendance component, and a benefits component. The goal is to have the new systems fully implemented by the next calendar year.

Questions and comments ensued.

The Committee took no action regarding this informational report.

- 06-88 B. From Director of Human Resources, recommending adoption of a resolution dissolving the Human Resource System Management Committee and establishing an Implementation Oversight Committee to coordinate the implementation of the Ceridian payroll/personnel system and to serve as project liaison with the Committee on Personnel. **(Also to Committee on Finance and Audit)**

APPEARANCES:

William Borja, Chief Information Officer, Information Management Services (DAS)

Charles McDowell, Director, Human Resources

- 291 Mr. Borja explained that the original Committee was formed with the specific goal of helping analyze what was currently in place and to provide options. It is believed that the Committee has fulfilled its original mission; therefore, it is asked that that Committee be dissolved and the new Committee be established to focus on the actual implementation and monitoring of the Ceridian System as opposed to adding on to the existing Committee that was not originally formed for that purpose.

Mr. Borja went on to state that he, along with Scott Manske, the Fiscal and Budget Administrator (or designee), the Director of Administrative Services (or designee), Rick Ceschin, and Charles McDowell will sit on the new Committee.

Scheduled Items (Continued):

Questions and comments ensued.

- 331 Mr. McDowell indicated that Human Resources would provide the Committee with monthly progress reports starting in March.
- 335 Supervisor DeBruin questioned who would be tracking the financial part of the contract and ensuring that it doesn't go beyond budget parameters. Mr. Borja responded by explaining that is why Scott Manske (Controller) will be part of the Committee, DAS Fiscal will also help monitor, and the Finance Committee has requested to be kept apprised of any fiscal concerns. The goal is to stay within budget with this project. Any deviations from the targeted budget would be reflected in the monthly reports that were previously alluded to by the Director of DHR.

ACTION: (DeBruin) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

5. 05-497 An adopted resolution authorizing and directing the Director,
(a) Department of Administrative Services (DAS) and the Director, Division of Human Resources, DAS, to develop a reallocation plan that reflects the efficiencies expected to be achieved and the future County-wide deployment of human resources staff due to the implementation of the Ceridian human resource system. **(Verbal report from the Director of Human Resources)**

APPEARANCE:

Charles McDowell, Director, Human Resources

- 376 Mr. McDowell reported that the process of putting the system in is just now beginning. It is expected that in March or April, there will be a better indication of what the impact will be in terms of employees. He went on to explain that a point has been made to go to each department to meet with and talk to employees letting them know how their duties will change and what their role will be. This will continue. Mr. McDowell also stated that a major impact as it relates to jobs is not foreseen. It is anticipated that there will be some savings allowing departments to reallocate their resources to other more meaningful things in the HR area. At this point, he doesn't see any loss in any positions.

Questions and comments ensued.

Scheduled Items (Continued):

- 392 Chairman Schmitt requested the Director of DHR to clarify, through monthly reports to be submitted to the Committee regarding any efficiencies, savings, job shifting, where we are going, where the efficiencies are, and how this has changed jobs in DHR and other departments.

The Committee took no action regarding this verbal report.

6. 06-78 Ordinance by Supervisors Nyklewicz, Quindel, De Bruin and Schmitt, to amend Chapter 201.24 of the General Ordinances of Milwaukee County relating to the County contribution to the Employee Retirement System. **(Also to Committee on Finance and Audit and Pension Study Commission)**

APPEARANCE:

Supervisor Richard D. Nyklewicz, Jr., 14th District

It was noted that the Finance and Audit Committee on January 26, 2006, by a vote of 7-0 and the Pension Study Commission, on January 27, 2006 by a vote of 3-0, recommended approval of the subject ordinance as amended to include an amendment to Chapter 203 of the General Ordinances of Milwaukee County pertaining to the OBRA 1990 Retirement System of the County of Milwaukee.

- 417 Supervisor Nyklewicz began by stating that Supervisor Holloway would like to be added as a co-sponsor of this resolution. He continued that the intent of the resolution is to get the Pension Board directly communicating to the County Executive the amount necessary for the pension contribution. The County Executive can then directly communicate to the County Board, in a timely manner, what his recommendation is relative to that amount. This will streamline the process and afford for a better accountability between the appointee and the County Executive. Supervisor Nyklewicz encouraged the Committee's support.

ACTION: (Borkowski) Approve the item as recommended by the Committee on Finance and Audit and Pension Study Commission. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

**RECOMMENDATIONS RELATIVE TO CLASSIFICATION AND RATES OF PAY FOR
CREATION OF POSITIONS IF RECOMMENDED BY THE FINANCE COMMITTEE:**

7. 06-44 From the Chief Judge and Clerk of Circuit Court/Director of Court Services, requesting the creation of a Program Coordinator, Domestic Violence Pretrial Monitoring position. **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

It was noted that the Finance and Audit Committee, on January 26, 2006, laid over the subject matter at the request of the Department of Administrative Services.

ACTION: (Weishan) Lay over to next cycle. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan, and Schmitt (Chair) – 7

NOES: 0

8. 06-72 From Director, Department of Health and Human Services, requesting to create two Clerical Assistant 2 positions for the Medical Assistance Personal Care Program (MAPC). **(Also to the Committee on Finance and Audit and Department of Administrative Services and Division of Human Resources.)**

APPEARANCE:

Mr. David Eisner, President, AFSCME Local 594

- 471 Mr. Eisner spoke briefly in support of the item, and indicated that for the reasons cited in the request by the department, the Committee is also urged to support this item.

ACTION: (Coggs-Jones) Approve. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel,
Weishan, and Schmitt (Chair) – 7

NOES: 0

COLLECTIVE BARGAINING (CAUCUS) (CLOSED SESSION):

The Committee may adjourn into closed session under the provisions of Wisconsin Statutes, Sections 19.85(1)(c), (e), (g), for the purpose of discussing the following matter(s). At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid matter(s).

9. 06-P-01 Deliberation, negotiation or re-negotiation of collective bargaining agreements.

ACTION: (Cesarz) Adjourn into closed session under the provisions of Wisconsin Statutes, Section 19.85(1)(c), (e), (g), for the purpose of discussing Item #9 above. At the conclusion of the closed session, the Committee may reconvene in open session to take whatever action(s) it may deem necessary on the aforesaid item. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

The Committee convened into closed session at approximately 9:45 a.m. and reconvened in open session at approximately 10:55 a.m. The roll call was taken and all Committee Members were present.

ACTION: (DeBruin) Lay item over to special meeting to be held on 02/02/06 at 9:00 a.m. 7-0

AYES: Cesarz, Coggs-Jones, Borkowski, DeBruin, Quindel, Weishan, and Schmitt (Chair) – 7

NOES: 0

Scheduled Items (Continued):

STAFF PRESENT:

Hugh Morris, Business Systems Project Manager, Information Management Services (DAS)

William Borja, Chief Information Officer, Information Management Services (DAS)

Charles McDowell, Director, Human Resources

Rick Ceschin, Research Analyst, County Board

This meeting was recorded on tape. Committee files contain copies of the subject reports, communications, resolutions, and ordinances, which may be reviewed upon request to the Chief Committee Clerk. The official copy of these minutes is available in the County Board Committee Services Division.

Length of meeting: 9:05 a.m. to 11:00 a.m.

Adjourned,



Committee Clerk

Committee on Personnel